

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor William W. Gross Director Division of Wage Determinations	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210 Wage Determination No.: 1994-3015 Revision No.: 2 Date of Last Revision: 06/05/2002
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State: Maryland

Area: Maryland County of Queen Anne's

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
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Administrative Support and Clerical Occupations

Accounting Clerk I	8 .88
Accounting Clerk II	11 .45
Accounting Clerk III	12 .92
Accounting Clerk IV	15 .48
Court Reporter	14 .94
Dispatcher, Motor Vehicle	14 .28
Document Preparation Clerk	11 .27
Duplicating Machine Operator	11 .13
Film/Tape Librarian	11 .75
General Clerk I	10 .43
General Clerk II	12 .93
General Clerk III	14 .34
General Clerk IV	15 .74
Housing Referral Assistant	17 .60
Key Entry Operator I	10 .05
Key Entry Operator II	13 .10
Messenger (Courier)	8 .76
Order Clerk I	12 .29
Order Clerk II	15 .96
Personnel Assistant (Employment) I	11 .88
Personnel Assistant (Employment) II	14 .57
Personnel Assistant (Employment) III	15 .98

Personnel Assistant (Employment) IV	18 .17
Production Control Clerk	17 .28
Rental Clerk	14 .53
Scheduler, Maintenance	14 .06
Secretary I	14 .71
Secretary II	15 .13
Secretary III	18 .49
Secretary IV	19 .27
Secretary V	24 .87
Service Order Dispatcher	13 .18
Stenographer I	16 .14
Stenographer II	16 .97
Supply Technician	19 .06
Survey Worker (Interviewer)	14 .94
Switchboard Operator-Receptionist	10 .96
Test Examiner	14 .94
Test Proctor	14 .94
Travel Clerk I	11 .28
Travel Clerk II	12 .18
Travel Clerk III	13 .21
Word Processor I	12 .03
Word Processor II	14 .22
Word Processor III	15 .75

Automatic Data Processing Occupations

Computer Data Librarian	11 .69
Computer Operator I	14 .05
Computer Operator II	15 .56
Computer Operator III	18 .11
Computer Operator IV	18 .79
Computer Operator V	22 .35
Computer Programmer I (1)	16 .88
Computer Programmer II (1)	20 .91
Computer Programmer III (1)	25 .17
Computer Programmer IV (1)	27 .62
Computer Systems Analyst I (1)	26 .92
Computer Systems Analyst II (1)	27 .62

Computer Systems Analyst III (1)	27 .62
Peripheral Equipment Operator	14 .06

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	16 .46
Automotive Glass Installer	15 .27
Automotive Worker	15 .27
Electrician, Automotive	15 .86
Mobile Equipment Servicer	14 .06
Motor Equipment Metal Mechanic	16 .46
Motor Equipment Metal Worker	15 .27
Motor Vehicle Mechanic	16 .02
Motor Vehicle Mechanic Helper	13 .47
Motor Vehicle Upholstery Worker	14 .66
Motor Vehicle Wrecker	15 .27
Painter, Automotive	15 .86
Radiator Repair Specialist	15 .27
Tire Repairer	13 .56
Transmission Repair Specialist	16 .46

Food Preparation and Service Occupations

Baker	11 .66
Cook I	10 .73
Cook II	11 .66
Dishwasher	8 .83
Food Service Worker	8 .83
Meat Cutter	14 .75
Waiter/Waitress	9 .39

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	19 .04
Furniture Handler	15 .27
Furniture Refinisher	19 .04
Furniture Refinisher Helper	16 .02
Furniture Repairer, Minor	17 .53
Upholsterer	19 .04

General Services and Support Occupations

Cleaner, Vehicles	10 .15	
Elevator Operator	9 .64	
Gardener	11 .64	
House Keeping Aid I	8 .97	
House Keeping Aid II	9 .28	
Janitor	9 .64	
Laborer, Grounds Maintenance	10 .75	
Maid or Houseman	9 .28	
Pest Controller	11 .90	
Refuse Collector	10 .15	
Tractor Operator	12 .48	
Window Cleaner	10 .25	

Health Occupations

Dental Assistant	12 .48	
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12 .39	
Licensed Practical Nurse I	11 .30	
Licensed Practical Nurse II	12 .68	
Licensed Practical Nurse III	14 .19	
Medical Assistant	11 .53	
Medical Laboratory Technician	11 .03	
Medical Record Clerk	12 .68	
Medical Record Technician	15 .28	
Nursing Assistant I	8 .16	
Nursing Assistant II	9 .18	
Nursing Assistant III	10 .88	
Nursing Assistant IV	12 .23	
Pharmacy Technician	12 .50	
Phlebotomist	12 .68	
Registered Nurse I	17 .57	
Registered Nurse II	21 .51	
Registered Nurse II, Specialist	21 .51	
Registered Nurse III	26 .00	
Registered Nurse III, Anesthetist	26 .00	
Registered Nurse IV	31 .19	

Information and Arts Occupations

Audiovisual Librarian	19 .58
Exhibits Specialist I	17 .46
Exhibits Specialist II	21 .77
Exhibits Specialist III	24 .71
Illustrator I	17 .46
Illustrator II	21 .77
Illustrator III	24 .71
Librarian	21 .52
Library Technician	12 .94
Photographer I	15 .24
Photographer II	18 .25
Photographer III	22 .76
Photographer IV	25 .43
Photographer V	32 .10

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7 .34
Counter Attendant	7 .64
Dry Cleaner	9 .54
Finisher, Flatwork, Machine	7 .64
Presser, Hand	7 .64
Presser, Machine, Drycleaning	7 .64
Presser, Machine, Shirts	7 .64
Presser, Machine, Wearing Apparel, Laundry	7 .64
Sewing Machine Operator	10 .33
Tailor	11 .47
Washer, Machine	8 .20

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	20 .94
Tool and Die Maker	24 .29

Material Handling and Packing Occupations

Forklift Operator	16 .39
Fuel Distribution System Operator	16 .50
Material Coordinator	19 .59

Material Expediter	19 .59	
Material Handling Laborer	13 .77	
Order Filler	12 .31	
Production Line Worker (Food Processing)		16 .13
Shipping Packer	14 .60	
Shipping/Receiving Clerk	13 .27	
Stock Clerk (Shelf Stocker; Store Worker II)		14 .84
Store Worker I	12 .13	
Tools and Parts Attendant	17 .73	
Warehouse Specialist	17 .83	

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	19 .92	
Aircraft Mechanic Helper	16 .13	
Aircraft Quality Control Inspector	21 .90	
Aircraft Servicer	17 .53	
Aircraft Worker	18 .30	
Appliance Mechanic	19 .04	
Bicycle Repairer	16 .17	
Cable Splicer	23 .54	
Carpenter, Maintenance	19 .04	
Carpet Layer	18 .30	
Electrician, Maintenance	22 .59	
Electronics Technician, Maintenance I		13 .94
Electronics Technician, Maintenance II		21 .64
Electronics Technician, Maintenance III		23 .23
Fabric Worker	17 .53	
Fire Alarm System Mechanic	19 .82	
Fire Extinguisher Repairer	16 .94	
Fuel Distribution System Mechanic	21 .80	
General Maintenance Worker	18 .30	
Heating, Refrigeration and Air Conditioning Mechanic		19 .82
Heavy Equipment Mechanic	19 .82	
Heavy Equipment Operator	19 .82	
Instrument Mechanic	19 .82	
Laborer	13 .55	
Locksmith	19 .04	

Machinery Maintenance Mechanic	20 .44
Machinist, Maintenance	19 .20
Maintenance Trades Helper	16 .02
Millwright	22 .79
Office Appliance Repairer	19 .04
Painter, Aircraft	19 .04
Painter, Maintenance	19 .04
Pipefitter, Maintenance	23 .23
Plumber, Maintenance	20 .56
Pneudraulic Systems Mechanic	19 .82
Rigger	19 .82
Scale Mechanic	18 .30
Sheet-Metal Worker, Maintenance	19 .82
Small Engine Mechanic	18 .30
Telecommunication Mechanic I	19 .82
Telecommunication Mechanic II	20 .54
Telephone Lineman	19 .82
Welder, Combination, Maintenance	20 .00
Well Driller	19 .82
Woodcraft Worker	19 .82
Woodworker	17 .53

Miscellaneous Occupations

Animal Caretaker	10 .01
Carnival Equipment Operator	9 .85
Carnival Equipment Repairer	10 .73
Carnival Worker	8 .83
Cashier	9 .62
Desk Clerk	11 .78
Embalmer	19 .55
Lifeguard	10 .49
Mortician	21 .51
Park Attendant (Aide)	13 .24
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10 .49
Recreation Specialist	16 .33
Recycling Worker	13 .01
Sales Clerk	10 .49

School Crossing Guard (Crosswalk Attendant)	8 .86
Sport Official	10 .49
Survey Party Chief (Chief of Party)	15 .05
Surveying Aide	9 .86
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13 .52
Swimming Pool Operator	11 .13
Vending Machine Attendant	10 .29
Vending Machine Repairer	11 .13
Vending Machine Repairer Helper	10 .29

Personal Needs Occupations

Child Care Attendant	12 .96
Child Care Center Clerk	16 .16
Chore Aid	8 .24
Homemaker	17 .96

Plant and System Operation Occupations

Boiler Tender	21 .80
Sewage Plant Operator	20 .94
Stationary Engineer	21 .80
Ventilation Equipment Tender	16 .13
Water Treatment Plant Operator	19 .04

Protective Service Occupations

Alarm Monitor	13 .81
Corrections Officer	16 .48
Court Security Officer	18 .84
Detention Officer	18 .29
Firefighter	19 .72
Guard I	9 .51
Guard II	14 .69
Police Officer	20 .54

Stevedoring/Longshoremen Occupations

Blocker and Bracer	18 .40
Hatch Tender	18 .40
Line Handler	18 .40

Stevedore I	17 .63
Stevedore II	18 .89

Technical Occupations

Air Traffic Control Specialist, Center (2)	28 .96
Air Traffic Control Specialist, Station (2)	19 .97
Air Traffic Control Specialist, Terminal (2)	21 .99
Archeological Technician I	15 .70
Archeological Technician II	17 .60
Archeological Technician III	21 .77
Cartographic Technician	19 .79
Civil Engineering Technician	19 .79
Computer Based Training (CBT) Specialist/ Instructor	23 .41
Drafter I	12 .38
Drafter II	16 .63
Drafter III	18 .15
Drafter IV	26 .15
Engineering Technician I	15 .64
Engineering Technician II	17 .54
Engineering Technician III	21 .63
Engineering Technician IV	26 .33
Engineering Technician V	32 .04
Engineering Technician VI	34 .23
Environmental Technician	19 .17
Flight Simulator/Instructor (Pilot)	27 .62
Graphic Artist	21 .28
Instructor	22 .92
Laboratory Technician	16 .57
Mathematical Technician	21 .77
Paralegal/Legal Assistant I	16 .60
Paralegal/Legal Assistant II	22 .52
Paralegal/Legal Assistant III	27 .56
Paralegal/Legal Assistant IV	33 .33
Photooptics Technician	20 .38
Technical Writer	22 .54
Unexploded (UXO) Safety Escort	18 .40
Unexploded (UXO) Sweep Personnel	18 .40

Unexploded Ordnance (UXO) Technician I	18 .40
Unexploded Ordnance (UXO) Technician II	22 .27
Unexploded Ordnance (UXO) Technician III	26 .69
Weather Observer, Combined Upper Air and Surface Programs (3)	16 .50
Weather Observer, Senior (3)	20 .30
Weather Observer, Upper Air	16 .50

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	15 .97
Parking and Lot Attendant	12 .29
Shuttle Bus Driver	10 .70
Taxi Driver	10 .52
Truckdriver, Heavy Truck	17 .57
Truckdriver, Light Truck	14 .97
Truckdriver, Medium Truck	16 .06
Truckdriver, Tractor-Trailer	17 .88

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.